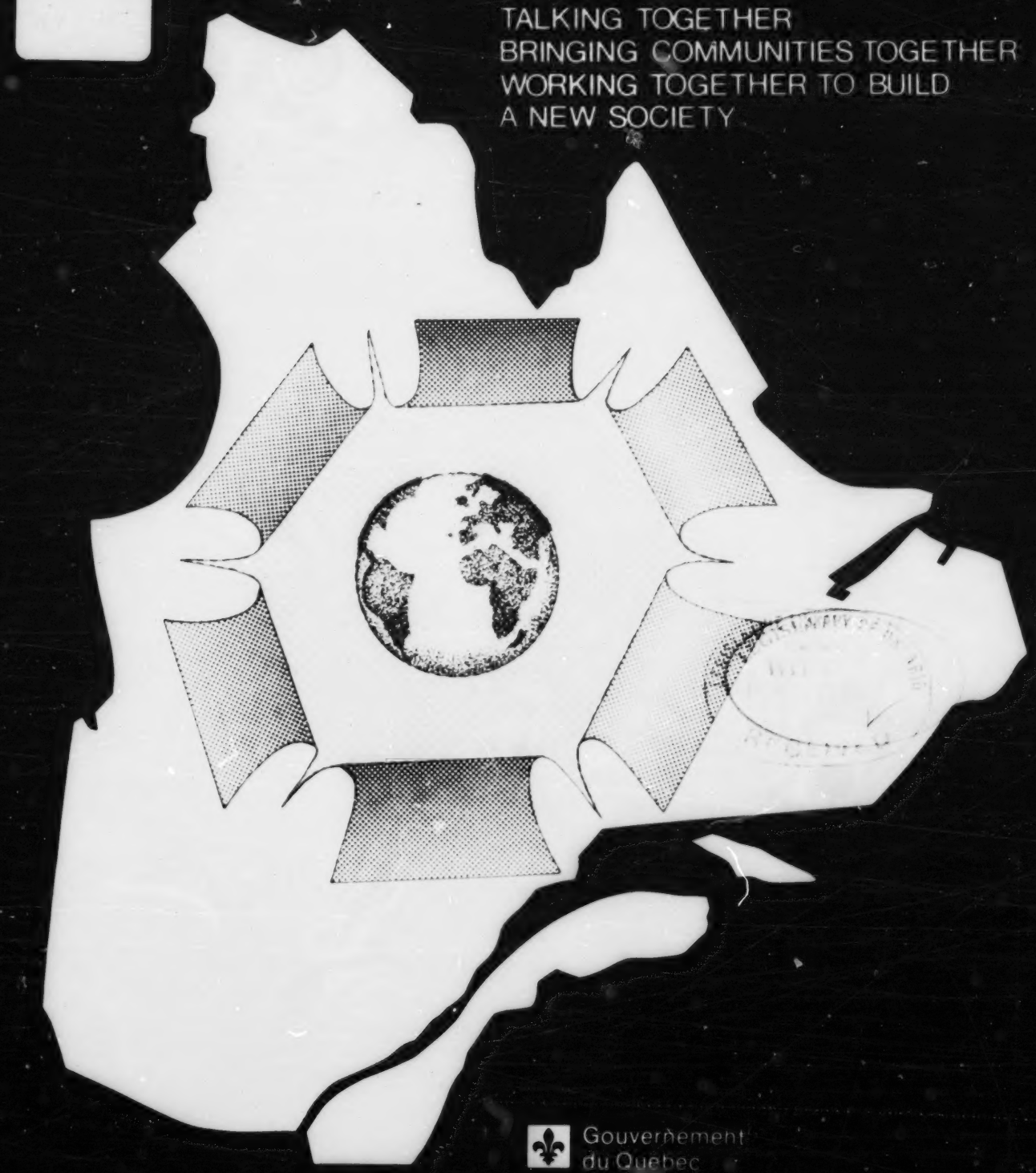
QUÉBEC GOVERNMENT DEPARTMENTS AND THE MINORITIES

TALKING TOGETHER
BRINGING COMMUNITIES TOGETHER
WORKING TOGETHER TO BUILD
A NEW SOCIETY



Gouvernement du Québec

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QUÉBEC GOVERNMENT DEPARTMENTS AND THE MINORITIES

Talking together
Bringing communities together
Working together to build a new society

An information paper submitted
by the ministre d'État au Développement culturel
to the symposiums on Québec society and the minorities
held in various regions of Québec in April, May and
October, 1979.

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A STAGE IN THE APPLICATION OF A CULTURAL DEVELOPMENT POLICY FOR QUÉBEC'S MINORITIES

In inviting the various ethnic communities to the symposiums it is organizing in the different regions of Québec, the government is acknowledging their contribution to Québec's wealth and development. It is endeavouring to increase its awareness and understanding of their problems, needs and aspirations, and confirming its decision to make available to the minorities those community facilities and cultural tools required for their fulfillment.

These symposiums will provide the opportunity to make an in-depth study of Québec's policy for cultural development, to discuss the ways in which the various communities may participate in the life and culture of Québec, and to foster a sense of belonging to a common society.

It is our hope that the participants will inform the departments in the cultural, social and economic sectors of the ways and means they believe should be taken to create closer ties and promote development, so that we may reach our common goal in as short a time as possible.

Le ministre d'État au Développement culturel

Camille Laurin, M.D.

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FOREWORD

Chapter III of the White Paper on Cultural Development contains an outline of the government's proposed policy respecting the future of Québec's various minorities and the many opportunities afforded them for integrating into Québec society. In the same chapter, we read that while Québec is primarily a French society, it must, like any viable society, discover a source of vitality and wealth in its minorities. To move from words to action, then, and from principles to means of implementing them, the Québec government has decided to hold a series of symposiums with representatives of various cultural communities.

A ministerial decision

In August, 1978, the Comité ministériel permanent du développement culturel decided to hold such a series of meetings in various regions in Québec, and to entrust their organization to an interdepartmental task force consisting of representatives of the ministère de l'Immigration, the ministère de l'Éducation, the ministère des Communications, the ministère des Affaires culturelles, the Haut-Commissariat à la jeunesse, aux loisirs et aux sports, and the Secrétariat du développement culturel.

The objective was clear and simple: to promote a rapprochement between the government and Québec's minorities. The first steps toward achieving that objective appeared every bit as simple: to better inform these communities of the government programs and services available to them, and to acquire further knowledge not only of the problems facing the minorities, but also of the aspirations fostered by the regions they live in.

Shared responsibilities

Over the past few months, various regional interdepartmental teams have been working with the people involved to prepare for these sessions.

Regardless of the efforts devoted to this end however, these meetings can have no concrete effects unless the government and the cultural communities invited take an active, open and creative part, with a view to deciding what common action is to be taken.

A Working Paper

This working paper can be of use in preparing for the study sessions. By its informative nature, it highlights two kinds of government services and programs: some are specifically intended for certain groups, while others are available to all Quebecers without distinction. The object of this paper, then, is to provide information, and thus to stimulate a search for new or different measures which will serve Québec's cultural communities better in all sectors of individual and community life.

This paper follows on the heels of an initial interdepartmental effort to learn about the specific needs of a particular segment of the population, through more extended and more realistic study and action. It does no more than describe what the government is doing, what it is not doing, and what it might possibly do. In this way it is hoped that those who attend these meetings will be encouraged to express their own viewpoints and needs.

The themes to be discussed may vary from region to region, as may the method of organizing the sessions, and their modus operandi; this is in order that regional particularities may be acknowledged as equitably as possible, and local incentive may be given free rein.

André Beaudoin

Secrétaire-adjoint au
développement culturel.

1. IMMIGRATION

"Our collective project cannot disregard these Neo-Quebecers, who must be associated as full partners in the historical advance of the Québec people toward their complete fulfilment."

A Cultural Development Policy for Québec, Vol. 1, p. 79

INTRODUCTION

The Gouvernement du Québec decided in 1968 to set up its own ministère de l'Immigration. Since that date, the powers and the responsibilities of the department have been both extended and refined, particularly with respect to the selection and integration of immigrants into the life of the Québec community.

The Québec government's policy on cultural development was made public in 1978. This policy is the result of a collective effort, and is submitted for the thoughtful consideration and action of all Québec citizens. Essentially the policy is a re-affirmation of the right of every citizen "to join with those around him whenever he chooses, in whatever community he may find himself, in the development of a vibrant culture which expresses both his identity and his free choice". This policy is a fraternal invitation to all Quebecers regardless of origin, and to Neo-Quebecers, to contribute their dynamism and their faith to the movement of a people on the road to self-realization.

The direction Québec has given to its policy on cultural development gives a clearer perspective to the general objective of the ministère de l'Immigration with

regard to the integration of immigrants: to offer every new Quebecer, as quickly and as easily as possible, the opportunity to live and function independently, and progressively acquire the means to contribute creatively to the cultural, social, political and economic development of the community which he is entering.

The following pages are intended simply to show how the immigration department is now trying to discharge its responsibilities toward Québec's minorities. It also invites consideration of some new elements for developing a policy of integration.

1.1 Services for minorities at the ministère de l'Immigration du Québec

When Québec opens its doors to an immigrant, it is recognizing that his coming will be an enrichment to the community. Québec also recognizes that the quality of the participation the immigrant brings to the development of his new homeland will depend to a large extent on his capacity and will to integrate, and on the possibility of keeping alive the cultural traditions of his former homeland. Programs of the MIQ are designed primarily to achieve a harmonious blending of these two realities. In practical terms, this means relating respect for the individual and

the community from which he comes to the required acceptance of the socio-cultural and linguistic realities of the community he is entering.

Collaboration from the immigration department is important in this transition period during which the immigrant moves, sometimes painfully, from one culture to another, and from one type of social, economic and political institution to another. The MIQ cannot decide how long this transition period will last. It is the immigrant himself who will recognize the moment, within or beyond the three-year period required for obtaining Canadian citizenship, when he feels entirely a Quebecer, with a place in his new community.

1.1.1 The role of the MIQ in the progressive participation of the immigrant in the host community.

As part of its mandate to help the immigrant integrate harmoniously and fully into the Québec community, the MIQ has developed a number of tools that call for the participation of all Quebecers. These tools are a response to well defined needs and are the responsibility of the department. They are given in table form on the following page.

INTEGRATION TOOLS SUPPLIED BY MIQ

IMMIGRANT NEED	DEPARTMENT SERVICES	RESPONSIBLE CENTRE
Need to be accepted and given security by the community	Official reception services at Dorval and Mirabel airports Refugee reception services	Reception service at MIQ head-quarters
Need to communicate with the host community	Various French courses given by the Centres d'orientation et de formation des Immigrants (COFI) for new arrivals and those already established who have not been able to benefit from them	Direction de la formation of the MIQ, COFI sector
Need to learn about the geography, institutions and culture of the host community	Reception, general information, social assistance and emergency services, day care centres, and services for meeting Quebecers	The COFI and the Direction de la formation Program of adaptation activities of the Service des relations avec les groupes ethniques, in collaboration with the COFI
Need for family reunification	Services for individual and group sponsorship of immigrants	Direction des services à l'étranger, and the Service des relations avec les individus of the Direction de l'adaptation
Need to ensure minimum job security for himself and his family	Academic and vocational information services Employment assistance services	The COFI, and the Direction de la formation Service de l'emploi of the Direction recrutement et établissement
Need for support and under-standing of his efforts	Support from the local community of his countrymen, which offers services in his mother tongue	Organization assistance program of the Service des relations avec les groupes ethniques

1.1.2 MIQ services to encourage preservation of the culture of the community of origin

> "Their fate (the minorities) depends first on themselves, on their ability to survive and create.... Between slow or brusque assimilation, and preservation of original characteristics confined within the walls of segregation, there is another practicable road, that of exchanges within a Québec culture." (A Cultural Development Policy for Québec Vol. 1, pp. 73-74).

> "Any society that helps its minority groups to preserve their heritage reaps a rich cultural reward and achieves a better balance. This could and should be the case for Québec." (Ibid., p. 59).

Recognizing that it is in the best interests of the community and the individual to preserve and develop the original culture of minorities, the MIQ offers three programs of technical and financial assistance to minority groups, agencies and communities. The programs are given in table form on the following page.

MIQ PROGRAMS TO ENCOURAGE PRESERVATION OF CULTURE OF ORIGIN

COMMUNITY NEEDS	DEPARTMENT SERVICES	RESPONSIBLE CENTRE
Need to ensure verbal communication within the family	Courses in languages of origin	Language program of the Service des relations avec les groupes ethniques of the Direction de l'adaptation, in collaboration with the Conseil des classes ethniques du Québec (CCEQ), with material support from the COFI
Need to identify with cultural origins so as to make an original contribution to the Québec culture	Courses on culture of origin, given in language of the community	Ibid.
	Popular cultural events from country of origin	Program of ethnic activities
	Community artistic and cultural activities (theatre, exhibitions, handicrafts, etc.) training in handicraft techniques, etc.	
	Aid to permanent bodies offering cultural services, among others	Organization assistance program

1.2 Program organization within the MIQ

The existence of community services for the general public that are available to the immigrant as he becomes progressively integrated into the community, and of the resources among the minorities and in the public institutions that support these services, has prompted the ministère de l'Immigration to prepare its own policy of coordinated action in the field; this was made public on April 10, 1978. The policy is designed to facilitate integration of the immigrant into the Québec community, and to invite the population as a whole, through various groups and institutions, to assume its responsibility with a will.

Under this policy of coordinated action there are two main ways of achieving these objectives: technical and financial assistance programs and round tables. The charts on the following pages provide a detailed description of the available means of achieving these goals.

COORDINATED ACTION POLICY: TECHNICAL AND FINANCIAL ASSISTANCE PROGRAMS

PROGRAM	RESPONSIBLE CENTRE	BENEFICIARIES	SUPPORT	ROLE
Assistance program for organizations	Service des relations avec les groupes ethniques of the Direction de l'adaptation	Groups or bodies offering services to immigrants or activities to bring immigrants together with members of the host community	Direction des communications	To give advisory and technical support to the responsible service of the department and to recipient agencies Program development
Program of adaptation activities	Ibid	Groups or bodies organizing activities that bring together Quebecers of all origins	Direction des communications Direction de la recherche The COFI	To give technical and advisory support to the responsible service, recipient agencies and target clienteles Program development To provide space, supplementary services and assistance for the organization of activities
Program of ethnic activities	Ibid.	Groups or bodies that sponsor activities for the preservation, enhancement, and promotion of their own organizations	Direction des communications	To give technical and advisory assistance in publicity matters to the two parties involved and occasionally to target clienteles
Ethnic languages program	Ibid., together with the Conseil des classes ethniques du Québec (CCEQ)	Bodies offering young members of ethnic communities courses in the language and culture of the country of origin	The COFI	To provide the necessary premises and, if needed, teaching and technical material

COORDINATED ACTION POLICY: ROUND TABLES

THEME OF TABLES	RESPONSIBLE FOR COORDINATION	PARTICIPANTS
- minorities and age - geographic sectors (neighbourhoods and others) - types of problems - types of services offered	Service des relations avec les groupes ethniques	- all individuals or groups engaged in promoting integration or having to cope with specific problems in this field - government agencies: Haut-Commissariat à la jeunesse, aux loisirs et aux sports ministère de l'Immigration ministère de l'Education ministère des Communications ministère des Affaires sociales (especially the CLSCs) ministère de la Justice ministère des Affaires intergouvernementales - municipal institutions - school boards - neighbourhood associations - ethnic communications media

1.3 Development of MIQ activities

In the coming months, the department intends to decentralize its activities. To this end, it will entrust the COFI with the task of providing comprehensive services in various fields such as reception, teaching of French, social services, employment and socio-cultural activities.

Furthermore, the department proposes to develop its program of round tables for improved coordination among the diverse private, public and parapublic institutions and agencies.

APPENDIX 1

THE COFI, ADAPTATION SERVICES PAR EXCELLENCE

"Since 1970, about 25 000 immigrants a year have entered Québec. Their initial period of adaptation (about three years) largely determines their later mode of participating in Québec life."[1] During these three years, the immigrant has to face a number of problems involving language, adjustment to new surroundings, work and career. For a long time he had no help, and often paid a high price for his inexperience. In the best of cases, the immigrant sought solutions to his problems within his own community. In most instances, there was little chance that adaptation would lead to participation in Québec life. For economic reasons, the immigrant usually tried to integrate into the English-speaking minority which seemed to hold promise for advancement and financial reward. He tended to live in a cultural ghetto, to which he returned when he left his place of work, totally unaware of the reality of his new environment.

On March 14, 1977 the Québec immigration minister set up the Comité consultatif de l'immigration, made up primarily of members of the minorities. One of the first tasks given the committee was the organization of a symposium on the problems of immigrants and minorities when confronted with the Québec reality. For the first

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1 A Cultural Development Policy for Québec, Vol. 1, p. 77

time, French-speaking Quebecers and Quebecers of other origins were invited to work out together the kind of society in which they would all have their place. After the symposium, held on June 4 and 5, 1977, the minister expressed his satisfaction at the full participation, as well as "his concern to have set up mechanisms likely to promote greater adaptation of immigrants... in this sense the COFI will become institutions which truly serve immigrants in Québec".[1]

The COFI have been described as "comprehensive centres covering fields as varied as reception services, instruction in French, social services, employment, and socio-cultural activities, in cooperation if need be with the other departments and institutions concerned...";[2] their function is to respond to the needs mentioned above, i.e.:

1. language needs
2. adjustment to a new environment
3. academic and vocational needs

Up to now, the COFI have responded to these needs in different ways. It must be admitted that their

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1 Québec-Monde, No. 20, July, August 1977

2 A Cultural Development Policy for Québec, Vol. 1, p. 78

preoccupation since they were opened in 1968 has been mainly with language needs, and in a rather rigid way. Availability of courses and course content are matters that must be revised.

Little, if any, attention has been paid to the two other needs (adjustment to a new environment and academic and vocational needs).

These three categories of needs must be the permanent basis for COFI planning and action.

1. LANGUAGE NEEDS

Immigrants have many different language needs, which has prompted the COFI to diversify the French courses it offers. Two circumstances govern the planning of courses:

- language adaptation of all new immigrants arriving in Québec;

- language adaptation of all immigrants who have been in Québec for some time but who have not been able to take French courses for a variety of reasons.

With these situations in mind, the COFI are offering immigrants:

- full-time French courses (language adaptation of new immigrants);

- intensive French courses
  part-time
  diversified
  (language adaptation of immigrants who have been in Québec for some time).

2. ADJUSTMENT TO A NEW ENVIRONMENT

2.1 Reception

The word reception should be considered in its broadest sense. It involves welcoming immigrants who have just arrived as well as those who have been here for some time, assuming the adaptation period takes three years.

In the first case, reception procedures must make it possible to identify the needs of the new arrival and direct him to agencies or services, within or outside the COFI, which might have solutions for his different problems. It could be a question of applying for a health insurance

card, a French course, or a place in a day care centre. One should not underestimate the importance of this first contact, which to a large degree may determine the immigrant's desire to adapt. If the reception procedures meet his expectations, the COFI will be identified by the immigrant as "the" centre for service, the place he will return to each time he has a need, without fear of getting lost in the bureaucratic thicket.

The reception service must also operate with a view to the immigrant's becoming independent within a fairly short time. It is a question of suggesting, guiding and directing without making him dependent. Once the adaptation period is over, the immigrant should be able to take care of himself, from every point of view.

2.2 Social assistance

The immigrant should be able to turn to the COFI in his region for emergency help in case of need. In such situations action cannot be postponed or the immigrant sent elsewhere for assistance. A COFI responsive to its own area should be able to meet not only the needs of its students but also those of all immigrants in the region.

The COFI social assistance service is designed to find solutions for immigrants' problems. This service can acquaint the immigrant, in a practical manner, with a CLSC, programs of legal aid, social welfare, or a private organization, so that he will learn where he should turn for the help he needs.

The COFI thus have a leadership role to play, not only with immigrants, but also with public, parapublic and private agencies that can come to the help of these new citizens. Finally, this approach should include the population as a whole, so as to provide a more welcoming climate for the immigrant.

2.3 General information

The immigrant arriving in Québec needs many kinds of information to facilitate his entry into the Québec community. Up to now, this has been available only to full-time students of the COFI and to a few isolated groups. It must be made available to all immigrants.

Under the heading of "general information", a whole range of practical information is provided, dealing with the history and the human and economic geography of Québec, as well as with the purchase of an automobile,

insurance plans, consumer rights, the cultural traits of French-speaking Quebecers, etc.

2.4 Socio-cultural initiatives

"COFI must be given a new dimension... to make the centre a place for meetings, communications and exchanges that bring together immigrants and their group activities and Quebecers and their local or regional organizations."[1]

The COFI will take into account this new dimension of adaptation to the milieu. A number of successful steps have been taken in this field in the past few months. A project sponsored jointly by the leaders of the COFI, representatives of the community and students of UQAM was launched recently. Immigrants and Quebecers participate together in a whole series of sports, cultural and handicraft activities.

The service for socio-cultural initiatives has something to offer both immigrants and Quebecers. Attention must first be given to making them aware of each other's problems, expectations and contributions. Next, it is important to encourage the population of the local

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1 Rapport du Comité sur la réorganisation des COFI, Direction de la formation, MIQ, August 1977

community to take part in activities organized by the COFI. In the same way, immigrants should be invited to participate in the activities of the local population, and the doors of the COFI should be open to all minorities interested in using the premises for their own programs.

The service for socio-cultural initiatives sponsors a variety of activities: folk song and dance, cinema, social dancing, handicrafts, sports, Québec celebrations, etc. They will vary according to the resources and characteristics of each region.

2.5 Day care centres

Priority must be given to the adaptation of young immigrants to the Québec environment. In this sense, the day care centre constitutes an important stage in the transition from the non French-speaking family to the school environment. Moreover, it is certain that the adaptation of the parents is greatly influenced by that of their children.

The day care centre, in keeping with our objective of exchanges between immigrants and Quebecers, must be open not only to the immigrants but also to the Quebecers of the neighbourhood. It should be available

to the entire population of a region, regardless of origin. This approach will help develop a real spirit of mutual understanding.

Children who have attended these day care centres integrate more easily into French-language schools because "they have been prepared both socially and linguistically. In fact, at this stage, children do not feel themselves different from others".[1]

The COFI in Québec City has been running a day care centre along these lines since April 1976. Far from creating problems between Quebecers and immigrants, the centre has been so successful that its waiting list grows longer every day. The results obtained in this case can only encourage the opening of similar day care centres in other COFI.

3. ACADEMIC AND VOCATIONAL NEEDS

In the course of 1977, 4 425 non French-speaking immigrant workers arrived in Québec, which represents 50.8% of all immigrant workers for the year in question.[2]

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1 Québec-Monde, No. 17 (April 1977), "La garderie, milieu d'intégration"

2 Data from MIQ statistical reports

Such workers know little or nothing about the Québec labour market and are often completely at a loss as to how to go about finding a job.

Academic and vocational information service

This service is offered by the Direction de la formation and by the COFI. But because of a shortage of personnel, right now it is only possible to answer partially and sporadically the many requests addressed to it.

The purpose of this service is to facilitate integration into the Québec school system and the Québec labour market. Some workers must be retrained in order to carry on the trades they practised in their country of origin. Others have to change occupations because of market conditions. Still others want to improve their economic position and must therefore resume their studies.

Immigrants are poorly informed about the educational system in Québec and are discouraged by its complexity. They must be given information about the various possibilities open to them and helped in finding their way. This assistance can be given in the course

of individual interviews or group information sessions.

A pilot project on academic and vocational information has been in operation at the COFI in Hull since August 1978. On-the-job training sessions are organized during the last two weeks of the French course. These sessions often lead to job offers, or at least give the immigrant a certain Canadian experience which his eventual employer will ask for. According to figures from the COFI in Hull, 75% of those completing their French studies in July and 80% of those finishing in September were able to find jobs through the COFI service. This service is in permanent contact with different employment agencies.

Similar projects are now under way in other COFI. The results are sufficiently promising to move on from the experimental stage to the standardization phase.

CONCLUSION

The scope of the work to be done to achieve an adaptation that will give the new arrival a genuine desire to integrate into the host country calls for changes in the structures of the COFI and in the programs they offer. It is also the responsibility of the COFI, in each Québec

region, to provide community education programs for the French-speaking majority with a view to the development of a more receptive and more welcoming attitude toward immigrants.

The ministère de l'Immigration du Québec must no longer be regarded by the immigrant as a distant and inaccessible agency. Each individual COFI should be a concrete expression of its existence and of its availability.

APPENDIX 2

COMMUNICATIONS PROGRAM OF THE MIQ

The ministère de l'Immigration du Québec administers a communications program for minorities and new arrivals. Some program activities are already in operation, others are being set up, and still others have not yet been started. Some activities are continuous, others are of fixed duration.

1. ACHIEVEMENTS (examples)

1.1 Participation (scenario, resource persons) in a television series entitled "Citoyen du monde", broadcast by Télémétropole.

1.2 Publicity about part-time specialized courses offered to immigrants by the various services of the immigration department.

1.3 Technical assistance (equipment, etc.) to Chileans in Montreal for a handicraft exhibition at the Complexe Desjardins in September 1978.

2. CONTINUOUS ACTIVITIES

2.1 Contacts with the minority press.

2.2 Subscription to papers published by minorities.

2.3 Distribution of documents published by the ministère de l'Immigration to the libraries and documentation centres of various minorities.

2.4 Replies to requests for information and referral of clients to the appropriate services.

3. ACTIVITIES BEING SET UP

3.1 Formation of a team of translators and revisers, made up of qualified free-lance personnel.

3.2 Launching of a research-action operation that will quickly identify and evaluate the minority media that reach the immigrant public in the process of adaptation.

3.3 Systematic distribution, in the media intended for the various minorities, of relevant and timely information about the ministère de l'Immigration and about Québec.

2. COMMUNICATIONS

"A well-thought-out policy must be concerned first with the exchanges that occur in everyday life. Therefore wherever the various minorities and the Francophone community come into contact, links between them must be encouraged... in accordance with real occupations..."

A Cultural Development Policy for Québec, Vol. 1, p. 75

INTRODUCTION

One of the fundamental aims of government policies and programs for the minorities living in Québec is to encourage normal, everyday contacts both among these minorities, and between them and the Francophone majority. The establishment of exclusive parallel networks must be avoided at all costs as they discourage common projects based on consultation and cooperation.

In keeping with its general thinking and its policy of accessibility, the ministère des Communications has set three objectives regarding the minority media:

- To provide these media with sufficient information about Québec so that they can transmit it to their fellow citizens.

- To encourage cultural reciprocity in the production of documents and in the operation of the media.

- To ensure the greatest possible accessibility to all government productions.

For the ministère des Communications the term

ethnic media does not include those of the Francophone majority and the Anglo-Saxon minority who have long been established in Québec. These media have, in fact, become a permanent feature of Québec. Nor does the department include Inuit and Amerindian media in this category because they come under a specific program. On the other hand, Francophone and Anglophone media which are intended for newly arrived Quebecers from France, Haiti, the English-speaking West Indies, etc., are recognized as ethnic media by the department.

It is with this in mind that we make the following remarks on the minority press in Québec and on the programs to be adopted to assist in its development.

2.1 The press and Québec's minorities

Newspapers and broadcasts in his native tongue are a most important source of information for the newcomer. They provide a real link between him and the members of his cultural community already established in the country. For the Neo-Quebecer of longer standing, the ethnic press can represent a powerful vehicle for the preservation of cultural traditions.

Newspapers

In 1978, there were some fifty publications in Québec, which are listed in Appendix 1 under ten different headings.

Certain characteristics of these publications should be noted:

1 - The Ukrainian, Polish and German langauge publications not only have a very small circulation in Québec but are produced outside Québec. The sense of belonging, in these cases, covers vast geographic and political distances. But the picture has changed since the beginning of 1979 with the publication in Montreal of the Ukrainian OKO.

2 - There are six publications for Francophone minorities. This is a clear indication of the need felt for a special form of communication even though the language used is that of the cultural majority.

3 - Only four of the nine Italian publications have the majority of their clientele in Québec.

4 - There are two multilingual publications which serve the

population of a well-defined area. They are the only newspapers which cover common everyday life, for example community services and neighbourhood relations.

Electronic media

Television

The Compagnie Cablevision Nationale offers multilingual programming with the collaboration of groups of various origins: Italian, Jewish (Yiddish and Sephardic), Armenian, Greek, Spanish-American, Portuguese, Haitian, Vietnamese, Chinese, Egyptian, Indian, Lebanese, Mexican, Pakistani and German. The Italian and Yiddish groups have sufficient means to produce studio broadcasts. Other groups can avail themselves of a half-hour session in a mobile studio where a moderator and guest record fifteen minutes of community news. A remote control camera, operated by the moderator, and a videotape recorder make up the mobile studio's equipment.

Included in the weekly program of Cable TV are two thirty-minute broadcasts produced by groups of Yiddish and German origins. For one half of the year, a one-hour Sunday program in Italian is broadcast from Câblevision Nationale studios and for the other half from Cable TV studios. This broadcast is of interest to the subscribers

of both companies.

CFCF Television also produces a Sunday morning program in Italian and another in Greek.

Radio

1 - Through the six-language programming of Radio-Centreville's FM community radio, more than ten groups of different origins can express themselves.

2 - Programming at CFMB commercial AM radio is in twenty-one languages; thus the same number of language groups, or even more, are able to express their cultural affiliation.

3 - CHCR cable broadcasting serves as a communications link for Greek-speaking people (for the past two years, twenty-four hour a day programming has been relayed to about thirty thousand receivers).

4 - The same services to Italian-speaking people were provided up to June 1978 by CIRC (fifteen hours a day to a possible one hundred and four thousand listeners).

5 - CREB provides a cable service to Hampstead in Arabic.

6 - CIMF provides a similar service to Hull in Portuguese.

Radio-Centreville offers broadcasts in French, English, Portuguese, Greek and Spanish at least six days a week, and a program in Chinese is presented every Sunday. Haitians and Anglophone West Indians also produce broadcasts. Each group can name a representative to a coordination committee. In addition to local advertising, financing comes from the governments and from Centraide. Not to be overlooked is the progressive support of the public's voluntary participation. A final and important observation is that sixty per cent of the programming is in French.

From Monday to Friday CFMB broadcasts in twelve languages: English, French, Italian, Greek, Chinese, Armenian, Rumanian, Urdu, Creole, Hindi, Lithuanian and Czechoslovakian. On Saturday, there are programs in Italian, Greek, Ukrainian, Polish, Spanish, Hungarian and English; Sunday broadcasts are in Yiddish, Dutch, Portuguese, German, Armenian, French and English.

It should be noted that all the electronic media services for minorities are concentrated in Montreal, with the exception of CIMF. Even though it is evident that the majority of Quebecers of foreign origin do live in and

around Montreal, there is reason for concern over the cultural solitude of the 20% of this population in the rest of Québec.

Difficulties facing the minority media

The Commission of Inquiry on the Position of the French Language and on Language Rights in Québec makes this conclusion about the minority media:

> "To sum up, the main problem of the ethnic media is a lack of funds which places them in a dependent position vis-à-vis any organization wishing to help establish a radio or television program or a newspaper. This assistance most often comes from organizations outside the Province and simply intensifies the tendency to assimilate with English-language groups." (p. 350)

There is no sign that the situation has undergone much change. Minority media are still relatively poor and dependent upon low-paid labour or completely voluntary aid. Even now, they have no access to organized information services that are in any way adapted to their needs.

The contribution of the public radio networks

The two public radio-television organizations, Radio-Québec and the CBC, produce and broadcast certain programs which help to familiarize Quebecers with the cultures and life-styles of minority groups.

Radio-Québec has broadcast forty-eight programs entitled D'un Québécois à l'autre. This series covers interviews with Quebecers of foreign origin and with others long-established in Québec. Some of the programs give information on relevant government policies and services. Others examine the situation of internal migration and the life of the Amerindian.

The weekly series D'un Québécois à l'autre was broadcast over a sixteen-week period in 1975-1976, and some of the programs were rebroadcast in 1977. Each program lasts a little under half an hour. Radio-Québec has preserved these broadcasts together with their accompanying data files.

Moreover, on February 19, 1979, the ministre des Communications, while speaking publicly on Radio-Québec's development policy, stated that it was imperative that our educational television accord an even greater place to

cultural minorities.

The CBC, for its part, applies its multicultural policy by broadcasting numerous programs which reflect the cultural pluralism of Canadians of various origins. The most important production along these lines is the series les Arrivants which tells the story of the country's settlers. Other programs often present multicultural items. Femme d'aujourd'hui, in particular, has presented special programs on Canadian women of Arabic, Mexican and Japanese origins.

Radio-Canada's AM radio broadcasts a weekly series of programs, Ils sont des nôtres, in which immigrants talk about themselves and their lives in Canada. Théâtre actuel has presented 18 plays by Italian authors on subjects of special interest to the French-speaking Italian community.

2.2 Programs to be implemented

2.2.1 As we stated above, our first objective is to provide the minorities with information about Québec. To do this in an effective manner, sources of information for the minority media must either be established or improved.

Government information

In spite of some sustained efforts by the Communication-Québec office in Montreal to communicate in the language of the larger minorities in the metropolitan area, we must conclude that the prolonged absence of continuous coordination in this field has considerably impeded the desired action. The structure of the Service des communications gouvernementales and the manner of coordination decided upon now enable us to better carry out our responsibilities to the minorities seeking our services. Nonetheless, we are aware that serious problems still exist:

- Ignorance about the life-styles, traditions and behaviour of minorities, with the result that communications administrators would rather refrain from acting than risk making errors;

- Lack of human resources which would allow Communication-Québec offices to play an appropriate role in providing information to the minorities (information must be treated with those for whom it is intended in mind);

- Urgent need for the Conseil des directeurs de communications to work out a government

communications philosophy in accordance with the information requirements of the minorities.

Some of these difficulties are on the way to being resolved. But mechanisms have still to be established by which the minorities' real need of and reaction to government information can be known; also the necessary surveys and polls have still to be carried out to shed light on the reading and listening habits of minorities with regard to mass media.

A Québec ethnic press service

The idea has already been put forward of establishing such a service whose principal goal would be to act through the minority media as a link between the government and the minorities. Are further observations on the subject necessary?

Government publicity

Minority media have not been able to benefit from a share in government advertising for the same reasons as those given with regard to government information. But government advertising sometimes represents an

important source of income and information. Therefore, to allow the minority press to benefit, the ministère des Communications will strengthen its professional relations with the owners of these media and analyze the reading and listening habits of the populations involved.

However, the ministère cannot use government advertising for the sole purpose of ensuring the survival of the minority press. All government advertising contracts will be awarded in accordance with criteria common to all press enterprises.

2.2.2 The second objective set by the ministère des Communications is to encourage cultural exchanges in the production of documents and the operation of the media.

We believe that the department already has a suitable program designed to aid community media by encouraging social, cultural and economic exchanges amongst the entire population of a specific neighbourhood. Even if this program was not specially conceived for Quebecers of the various minorities, it does not exclude their participation with other citizens in the management, programming and content of a community medium. The possibility of socio-cultural exchanges which make for a better understanding of other peoples' fears, hopes and

behaviour, no matter what their country of origin, is well expressed by the establishment of a multilingual radio station (CINQ-FM) and two multilingual publications.

2.2.3 The third objective is to make government productions and services available to everyone.

Audio-visual productions

There are several government audio-visual documents that could provide the information needed by minorities. Unfortunately, these documents rarely serve the minorities because we know little about this public and because they themselves are unaware of the existence of such productions. The problem is one of distribution as well as identification of the public and its needs.

To ensure that minorities everywhere in Québec have access to government audio-visual productions, it is essential to find a way to maintain systematic contacts between the ministère des Communications and these minorities.

Audio-visual documents telling the story of a country can serve as a dynamic aid to adaptation and integration for those who have chosen to live in this

country. In the same way, similar documents describing the countries of origin of these new fellow citizens would be a source of enrichment and better understanding for French-speaking Quebecers.

Production

Under the government policy concerning audio-visual productions, it is possible for minorities to ask different departments to sponsor particular films that they need, if these documents do not already exist. They can also contact the Direction générale du cinéma et de l'audiovisuel, and their projects will be forwarded to the various departments concerned.

Distribution

The distribution service of the Direction générale du cinéma et de l'audiovisuel invites the minorities to borrow any government and non-government documents they need from its film libraries. There is a film library in Montreal, another in Québec, and the service is free of charge. Various catalogues, film lists and posters are available and are sent free on request, together with our film library regulations and film reservation forms. Our film libraries carry both government and non-government

documents which we have procured or received from various organizations. These documents, originating in Québec and other places, cover a great many subjects. The Direction générale du cinéma et de l'audiovisuel also operates a film documentation centre. Certain government documents, intended specifically for minorities, were produced with their particular needs in mind.

Leadership

On request, the Direction générale du cinéma et de l'audiovisuel offers the services of group leaders to various clients. They act mainly in collaboration with cultural associations, study circles, etc. They organize special events, prepare audio-visual programs around certain themes, and create film activity networks in different regions of Québec. They ensure an advisory and leadership service among regional groups, particularly those they have helped identify.

The Direction générale also administers a program of subsidies to international film festivals held in Québec; such events are of obvious interest to minorities who can thereby become acquainted with their national cinema.

Finally, the Cinémathèque québécoise of the Comité d'action cinématographique and the Conservatoire d'art cinématographique regularly include foreign films in their programs.

Translation services

The Service de traduction fulfills an important function for government departments and agencies. Some sixty languages are translated into French, and material is also translated from French into English and into the principal languages of the cultural minorities.

The service does not reply directly to requests from immigrants, who must apply first to the appropriate departments. The most frequently requested target languages are French, English, Greek and Italian. The chief requests are for:

- translation of study and work certificates; equivalences;
- translation of civil status documents for the Régie des rentes;
- translation of documents pertaining to an inheritance;

- court interpreter services in all languages;

- legal aid service for immigrants in need of it;

- translation of information brochures intended for immigrants;

- translation of press releases.

CONCLUSION

In recognition of the fact that its action with regard to the minorities needs to be stepped up and expanded, the ministère des Communications intends to:

- endeavour to learn more about the minorities, their needs for, and reactions to government information;

- provide Communication-Québec offices with the human resources to fulfill their responsibilities to the minorities;

- undertake studies on the ethnic media and on the reading and listening habits of their public;

- strengthen its professional relations with the owners of community media to ensure that they receive their fair share of government advertising in accordance with established criteria;

- associate with any group interested in studying the possibilities of setting up a Québec ethnic press service.

APPENDIX 1

THE PRESS OF THE MINORITIES IN QUEBEC

1. Seven unilingual publications printed outside Québec

Seven unilingual publications are not printed in Québec but in Toronto, Winnipeg or Vancouver; there are four publications in Ukrainian, two in Polish and one in German.

PUBLICATION	PRINTED IN	QUEBEC CIRCULATION / TOTAL CIRCULATION	PUBLISHING INTERVAL
Homin Ukrainy	Toronto	462 / 8449 (Sept. 78)	weekly
Ukrainsk Holos	Winnipeg	?	weekly
Canadian Farmer	Winnipeg	?	weekly
Ukrainian Committee Bulletin	?	?	twice monthly
Glos Polski	Toronto	825 / 5400	weekly
Zwiazkowiec	Toronto	815 / 9021	twice weekly
Courier	Toronto	? / 10 000	weekly

The situation has changed recently with the publication of OKO, a Montreal monthly written in Ukrainian, English and French.

2. Two multilingual publications

Two publications are multilingual and serve as a means of communication for two organizations that offer social services.

PUBLICATION	ORGANIZATION	LANGUAGES	CIRCULATION	PUBLISHING INTERVAL
Journal St-Louis	University Settlement community centre	French English Greek Portuguese Philippine	?	bimonthly
Journal du CLSC	CLSC St-Louis du Parc	French English Spanish Greek Chinese Portuguese	?	irregular

These organizations clearly make an effort to reach all their clientele.

3. One publication about which we know only the title and the address

De Nieuwe Weg (in Dutch)

4. One unilingual publication in English

This is a West Indian publication.

PUBLICATION	CIRCULATION	PUBLISHING INTERVAL
Focus Umojo	10 000	monthly

5. Six unilingual publications in French

PUBLICATION	COMMUNITY	QUEBEC CIRCULATION / TOTAL CIRCULATION	PUBLISHING INTERVAL
Trait d'Union	Arab	? / 3 000	monthly
Le Courrier français	French	? / 5 000	monthly
Haiti-Presse	Haitian	2 000 / 2 000	monthly
Mapou	Haitian	1 000 / 1 000	trimestrial
La Voix Sépharade	Jewish	? / 6 000	monthly
Le Bulletin du Cercle juif	Jewish	? / 4 500	monthly

6. Four trilingual publications in Arabic, French and English

With the exception of OKO, all trilingual publications come from the Arab community.

PUBLICATION	QUEBEC CIRCULATION / TOTAL CIRCULATION	PUBLISHING INTERVAL
Journal Arc Arabe	1 500 / 3 000	twice monthly
Revue du Monde Arabe	4 600 / 5 000	monthly

PUBLICATION	QUEBEC CIRCULATION / TOTAL CIRCULATION	PUBLISHING INTERVAL
Canadian Middle East Journal	5 000 / 6 000	monthly
Liban au Canada	9 728 / 16 000	monthly

Two of these publications are distributed mainly in Québec.

7. Two bilingual publications: one in Tagalog and English, the other in Urdu and English

PUBLICATION	COMMUNITY	CIRCULATION	PUBLISHING INTERVAL
Jung Montreal	Pakistani	?	twice monthly
Philippine Gazette	Philippine	?	trimestrial

It seems evident in these cases that the terms "Pakistani" and "Philippine" do not designate people who speak Urdu and Tagalog but rather that they indicate the country of origin. In these two countries the business elite speak English.

8. Three bilingual publications which include French

PUBLICATION	COMMUNITY	CIRCULATION	PUBLISHING INTERVAL
Keghart	Armenian	400	monthly

PUBLICATION	COMMUNITY	CIRCULATION	PUBLISHING INTERVAL
L'Union fait la force	Flemish and Walloon	600	monthly
Jias News	Francophone and Anglophone Jewish	7 500	trimestrial

9. Four unilingual publications in languages that are unfamiliar in a Francophone milieu

PUBLICATION	LANGUAGE	QUEBEC CIRCULATION / TOTAL CIRCULATION	PUBLISHING INTERVAL
Abaka	Armenian	? / 1 200	weekly
Pourastan	Armenian	? / 1 000	monthly
The Jewish Eagle	Yiddish	? / 7 200	weekly
Nepriklausoma Lietuva	Lithuanian	1 380 / 2 810	weekly

10. Unilingual publications in Greek, Italian and Portuguese

It should be noted that the Greek, Italian and Portuguese minorities publish abundantly but only in their own language.

10.1 Six Greek publications

PUBLICATION	QUEBEC CIRCULATION / TOTAL CIRCULATION	PUBLISHING INTERVAL
Neos Cosmos	? / 3 000	twice monthly
Parikiaka Nea	7 325 / 10 000	monthly
Ellinikos Tachydromos	? / 9 000	weekly
Greek Canadian Tribune	? / 3 200	weekly
Ergatika Nea (Workers' news) (Distributed free)	? / 2 000	monthly
Drassis (Action)	? / 4 000	monthly
Greek Canadian Reportage	? / 10 000	weekly

10.2 Nine Italian publications

PUBLICATION	QUEBEC CIRCULATION / TOTAL CIRCULATION	PUBLISHING INTERVAL
Il Ponte	15 430 / 43 540	daily
Cittadino Canadese	39 500 / 50 800	weekly
Corriere Italiano	36 000 / 45 650	weekly
Il Settimanale di Montreal	55 000 / 60 000	weekly

PUBLICATION	QUEBEC CIRCULATION / TOTAL CIRCULATION	PUBLISHING INTERVAL
La Voce d'Italia	7 000 / 7 000	twice monthly
Insieme	40 375 / 41 500	twice monthly
Il Rincontro	8 993 / 74 256	monthly
CIAO Magazine	21 634 / 40 000	monthly
Nuovo Mondo	2 500 / 10 000	

10.3 Portuguese publications

PUBLICATION	QUEBEC CIRCULATION / TOTAL CIRCULATION	PUBLISHING INTERVAL
Voz de Portugal	? / 4 500	weekly
O Voz do Immigrante	?	twice monthly
O Emigrante	4 325 / 7 000	twice monthly

3. EDUCATION

"The first step that must be taken in this area is to incorporate into the curricula of the English-language schools (which the children so authorized by Bill 101 will continue to attend) the bases for making the pupils conversant with the history, organization and values of the whole of Québec society... On the other hand, information about the minorities, their origins and their situation in Québec should be made available to Francophone Quebecers."

A Cultural Development Policy for Québec, Vol. 1, pp. 76-77

INTRODUCTION

The efforts of the ministère de l'Education du Québec (MEQ) to help the minorities in adapting to the language and culture of their adoptive milieu are accompanied by an increasing concern for preserving the special values of the language and culture of origin of each minority.

In order to reach this objective of harmonious integration, the MEQ has expanded and diversified its activities in this area. The educational needs of adults and young people, whether long-time residents of Québec or new arrivals, are therefore being analyzed with care and are, we believe, being increasingly well met.

The educational activities which will be described farther on fall into four categories:

1. Introductory classes
2. Projet d'enseignement des langues d'origine, or PELO (Project for teaching languages of origin)
3. Adult education
4. Private instruction

3.1 Introductory classes

3.1.1 Overview

Background

The first introductory classes were held in a Montreal Catholic School Commission school in 1969, with 36 children at the elementary and secondary levels. Only in 1973 did the ministère de l'Education authorize the creation of introductory classes at the pre-school level for 4 and 5-year olds under its Plan de développement de l'enseignement des langues (plan for the development of language instruction). The aim of this plan was, firstly, to improve the teaching of French as the mother tongue and of French and English as second languages, and secondly, to encourage immigrants to enroll their children in French-language schools by providing ready access to pre-school introductory classes: free transport, full-day courses, respect for religious beliefs, etc.

However, the recent adoption of the Charter of the French language was to make significant changes in the composition of the student body in introductory classes. Since that time the classes have been open to children who are recognized as "in need of linguistic support", in other words, those who, because of their insufficient knowledge of French (in no case, however, resulting from

any deficiency) are unable to pursue their studies in a normal way in a regular class, and who are enrolled in a French-language school for the first time.

General objectives

The introductory classes were designed to be transitional classes for non-French-speaking pupils. During their period in the introductory class, which averages ten months, pupils are introduced to the basic skills of French in order to be truly prepared for the regular classes of the French-language school system.

While facilitating the learning of French within the necessary time period, the introductory classes also allow non-Francophones to discover a new life style, a new system of relationships, a new school and a new culture, before a level of competence comparable to that of French-speaking children can be required of them. Thus they will be better motivated and better prepared to pursue their studies.

3.1.2 Programs

School population

Pupils in the introductory classes present certain

characteristics which make them an absolutely distinct, heterogeneous school population:

- they speak different mother tongues (Vietnamese, Spanish, Hindi, Arabic, etc.);

- they are of diverse origins;

- levels of schooling vary and do not necessarily correspond to those of Quebecers of the same age;

- many of these pupils write a different alphabet;

- they come from very different socio-cultural and linguistic milieux;

- many of these pupils are new arrivals in Québec.

Identifying student needs

Of all those studying French, the non-French speaker in the introductory class has the most numerous and imperative language-related needs.

To ensure his survival in Québec, he must learn, and rapidly, the official language of his new milieu, in

order to satisfy his primary communications needs, since he immediately puts the knowledge he has acquired in the classroom to use in specific situations:

- at school (playroom, cafeteria, academic activities);

- in his neighbourhood (neighbours, storekeepers);

- in his use of the media (television, radio, newspapers, books), etc.

In addition, students in introductory classes have specific social needs, both individual and collective, educational needs and pedagogical needs.

The French language becomes, for pupils in these classes, a common language, a sort of "lingua franca", as a result of the diversity of mother tongues.

This phenomenon forces the learners to use the language which they are learning to express themselves socially and emotionally. In this case we can truly speak of French as a language of communication and not as a mere academic acquisition.

By adopting this new means of expression, the pupil achieves genuine communication in the situations and actions of his daily life.

The Bureau de coordination des classes d'accueil is in favour of setting up classes of this type in the child's neighbourhood in order to enhance the results through immediate practice.

3.1.3 Organization in the schools

School boards with children who are eligible for introductory classes may request authorization to set up such classes at the pre-school, primary and secondary levels, organize exchange activities at the pre-school level, or apply special measures at the primary and secondary levels.

Opening of classes

For four-year-olds:

- full-day or half-day pre-school introductory classes, according to the wishes of the parents, for at least fifteen and not more than eighteen children who have reached the age of four before October 1 of the current school year;

- Ratio: 1/15.

For five-year-olds:

- full-day, pre-school introductory classes for at least fifteen and not more than twenty children who have reached the age of five before October 1 of the current school year;

- Ratio: 1/17.

For children aged six to eleven and assigned to the primary level:

- full-day introductory classes for at least twelve and not more than twenty pupils.

For children and adolescents from twelve to seventeen years assigned to the secondary level:

- full-day introductory classes for at least ten and not more than twenty pupils;

- Ratio: 1/10.

Special reception measures

Provision is made for special reception measures

in every case where the number of pupils at the primary or secondary level is lower than that required for setting up a full-day introductory class.

In cases where the proximity of neighbourhood schools means there are enough eligible students to set up a full-day introductory class, grouping these students in one class is preferable to applying special reception measures.

Pupils to whom special reception measures are applicable are admitted to a regular class and withdrawn at set times for intensive French-langauge instruction.

Exchange activities

Exchange activities are intended to bring French-speaking children from regular pre-school classes into regular contact with children in pre-school introductory classes with the aim of stimulating them linguistically and socially. The Bureau de coordination des classes d'accueil has published a pedogogical guide on this subject.

General measures

School boards which have obtained authorization to set up introductory classes, organize exchange activities or apply special reception measures are invited to adopt one or more of the following measures:

- assign to a member of their staff the responsibility for organization within the schools;

- take steps to enhance awareness within the milieu of the needs of pupils in the introductory classes, particularly of the needs of children of immigrants, through a program aimed at the administration, teaching personnel and students under the jurisdiction of the school board;

- develop a system of social encounters between French-speaking and immigrant parents;

- grant exemption from compulsory Catholic religious instruction, in conformity with the regulations of the Comité catholique du Conseil supérieur de l'Education, to children whose parents request this;

- offer non-Catholic churches the opportunity to take charge of the religious instruction of their members who are enrolled in the pre-school and introductory classes, whenever numbers permit and the churches are willing to accept this task.

Some figures

Since the beginning of introductory classes, 16 000 children have moved from them into the regular French-language sector.

As at September 30, 1978, the Bureau de coordination des classes d'accueil had 26 school boards offering one or more introductory classes at the pre-school, primary and secondary levels. Three hundred and sixty-two classes have been set up within the school boards, with a total of 5 858 pupils, distributed as follows:

Pre-school	4 years	2 267 children
Pre-school	5 years	1 759 children
Primary		1 349 children
Secondary		483 children

A total of 387 regular and specialist teachers give courses within the introductory class system.

3.2 Projet d'enseignement des langues d'origine (PELO)

3.2.1 Overview

Background

The government, mindful of the wish of the minorities to take an active part in Québec society without ceasing to cultivate their special characteristics, has, since November 27 last, been introducing into the Québec educational system courses dealing with the language and culture of origin of certain of Québec's minorities, i.e. the Portuguese, Greeks and Italians.

Since June 1976, the Bureau de coordination des classes d'accueil has drawn up a working plan and set up the project for teaching languages of origin, usually called PELO.

After consultation with the leaders of minority associations, ad hoc committees were given the task of establishing specific programs for the Italian, Portuguese and Greek languages. Programs for other languages are being worked out.

General objectives

PELO has three general objectives for the first year of the primary course:

- linguistic objectives
- socio-psycholinguistic objectives
- cultural objectives.

(a) In the linguistic area, the aim of PELO is to enable the child to:

- master the basic vocabulary and syntax of his language of origin. These linguistic elements are incorporated into themes which are pertinent to the child's immediate, everyday environment, e.g., family, clothing, etc.;

- to understand simple expressions addressed to him directly by his family members, his peers and his teacher;

- to express himself orally in short, natural sentences with members of his family, his peers and his teacher.

(b) At the socio-psycholinguistic level, PELO is intended to arouse the child's interest in:

- his identification with his language and culture of origin;

- the enhancement of his language and culture of origin.

(c) At the cultural level, PELO aims to promote the child's interest in various aspects of his culture of origin.

3.2.2 Program

Selected languages of origin

For the 1978-79 school year, during its experimental phase, PELO selected Italian, Portuguese and Greek as subjects of study.

Selected sector for introduction

For the 1978-79 school year, the experiment has been directed at a limited number of six-year-old children

from the Italian, Portuguese and Greek communities, enrolled in French or English-language schools in the Montreal region.

The school boards which may be involved are:

- The M.C.S.C. (Montreal Catholic School Commission)
- Jérôme le Royer
- Sainte-Croix

At present the M.C.S.C. is the only school board offering the program of instruction in languages of origin, on an experimental basis.

Level selected

These optional courses are incorporated into the regular time-table of the first year of primary studies. Their planned duration is 150 minutes per week, or 30 minutes per day.

The MEQ will ensure special financing for PELO and will grant specialist status to teachers of languages of origin, who will thus be exempted from the ratio restrictions.

Recruitment and training of teachers

Teachers recruited for the Greek, Portuguese and Italian languages are all persons who qualified in their country of origin.

They have obtained recognition of their qualifications which entitles them to teach in Québec.

Their training within PELO is the responsibility of the Bureau de coordination des classes d'accueil.

One training session has already been held, in November 1978, and plans have been made to hold meetings every two weeks to discuss observations made with regard to program content, the materials used and future training.

Expected results

Because PELO is still at the experimental stage it is hardly possible to forecast results. However, every effort will be made to adjust the program to meet the aspirations of parents and minority associations.

At the present time eight groups have been set up within the M.C.S.C., distributed as follows:

- 4 groups for Portuguese;
- 2 groups for Greek;
- 2 groups for Italian.

3.2.3 Reflections

Unquestionably, the preservation by the minorities of their language and culture of origin is an asset for the host society.

The importance of the language of origin as a factor in social integration has been noted in certain countries, particularly in France and Sweden where similar programs exist.

The experience of these countries has shown that courses in the language of origin have a positive influence on the school and family, especially by drawing children and parents closer together.

It is recognized today that the mother tongue and culture play a decisive role in the educational process: conceptualization, acquiring another language, personality formation, family relationships, etc.

The mother tongue and culture are, therefore,

fully entitled to a place in education within the regular school program.

This is the opinion of the MEQ regarding the introduction of PELO in schools where parents request it.

3.3 Adult education

3.3.1 Overview

Background

In October 1972, the ministère de l'Education set up a single structure, the Direction générale de l'Education des adultes (DGEA), to administer all adult education programs under the jurisdiction of the ministère de l'Education.

The DGEA's mandate is the planning, management and supervision of adult education offered by school boards, high schools and other organizations.

These activities are open to the entire adult population of Québec, regardless of sex, religion, origin and language. No services specifically for minorities have been set up by the DGEA apart from courses for

immigrants and certain educational activities for the indigenous Indians and Inuit.

In short, the adult education system offers general services to the whole adult population of Québec, services in which the minorities are invited to participate on the same basis as native Quebecers. However, in the case of some programs, particularly in citizenship education, some school boards (the M.C.S.C., the Protestant School Board of Greater Montreal, and others) do organize specific activities for minorities.

Objective

The DGEA's overall objective is to ensure that every adult in Québec has access to education facilities enabling him to develop his full economic, social and cultural potential, and to take an active part in the moulding and development of Québec society.

3.3.2 Programs

The DGEA administers two major educational programs:

- Citizenship education

- Worker education

(a) Citizenship education

Objectives

This program is aimed at meeting citizens' aspirations in the areas of general culture and Québec culture. Its primary objective is individual and group development as a preparation for active participation in the evolution of the community.

This general objective will be reached through specific activities which provide the opportunity to acquire new knowledge and skills.

In concrete terms, citizenship education programs must:

- make accessible to individuals and groups the information needed for a good knowledge and understanding of the political, economic and social structures of their milieu, and of the events affecting their lives;

- develop educational activities of a type which help give individuals and groups the capacity to cope with the changes affecting their milieu;

- provide citizens with the necessary tools to participate

effectively in the social decisions of their community.

Programs under the heading of citizenship education

General education on a part-time basis

The objectives of this program are to raise the level of general culture among adults in order to facilite their integration into a society which is in a constant state of change.

It is at this level that we find SECOND LANGUAGE COURSES (French and English). For several years, the DGEA has been urging the school boards to introduce intensive or immersion courses in order to respond adequately to the needs of their students in second language programs. Without claiming that this method is the best, it seems to be the most effective for adults seeking to learn a second language in the shortest possible time.

Literacy training

The literacy program has two objectives:

- corrective instruction for learning and mastering basic skills;

- the discovery and control of the community by its members.

Community education under the school boards

The aim of community education is basically to permit citizens to improve the quality of their lives and their community through individual or group activities.

Community education under the Organismes volontaires d'éducation populaire (OVEP)

Parallel to the educational activities of the public education system, the DGEA has set up a program of direct subsidies to organizations and associations which are active in education in their communities. In doing this the ministère de l'Education recognizes that the network of voluntary adult education agencies has a complementary role to play in the development of community education.

Emphasis is placed on diversification of the educational facilities reaching the milieux which are most disadvantaged culturally, economically or otherwise. The agencies have complete autonomy in organizing these activities.

Several minorities have already received subsidies for the organization of a variety of educational activities, such as training programs for resource persons working with the members on a volunteer basis.

This assistance program is intended exclusively for voluntary, non-profit organizations which are legally recognized, or formally recognized and duly incorporated.

Programs to stimulate community involvement and support for community action

Since 1972-73, the DGEA has given financial and technical support to programs to stimulate community involvement, and for community action, within the adult education divisions of certain school boards. The number of divisions receiving such support from the DGEA has increased progressively since 1972; in 1977, forty adult education divisions were aided in this way.

The DGEA considers that community involvement programs and support for community action, dispensed by the adult education divisions, are true educational activities:

- if they are addressed to community action groups, that is, to community groups which analyze and try to understand the causes and effects of a collective situation which they have identified and which has brought them together, and who have decided on the basis of their needs and aims to change that situation through an action which is planned, carried out and evaluated;

- if they are, generally speaking, part of the day-to-day life of the community;

- if they basically provide on-the-job training.

In general, programs of community involvement and support for community action, subsidized by the DGEA, are intended to foster the acquisition of the knowledge and skills required by an action group in order to identify, analyze and change the problem situations affecting the group members.

(b) Worker education

These training programs are intended to assist workers in fulfilling their aspirations with regard to employment. They offer the opportunity to acquire the knowledge and skills necessary either to obtain a job,

or to remain competitive in an existing job by keeping abreast of new developments.

Worker training programs and activities are designed for:

- unemployed workers who wish to improve their general or vocational training;

- workers wishing to take general or vocational refresher or further training courses;

- workers who want to meet entrance requirements for a trade, meet safety standards or comply with various provincial or federal laws and regulations;

- those wishing to update their knowledge in order to re-enter the job market.

In particular, full-time general education, preparatory job training, full-time or part-time vocational training and industrial training fall under this heading.

3.2.3 Adult education networks

The DGEA plans, administers and supervises adult

education activities in:

- institutions (school boards, regional boards, CEGEPs);

- the volunteer organizations for community education (OVEPs) (Communauté chrétienne des Haïtiens de Montréal, Centre culturel Canada Japonais de Montréal, Centre Monchanin, etc.);

- certain other organizations.

Minorities may apply directly to the adult education divisions of the school boards or CEGEPs or communicate directly with the Québec government authorities responsible for community education in the volunteer organizations, by contacting:

Direction générale de l'éducation des adultes
Ministère de l'Education
Edifice "G", 21ème étage
1035, rue de la Chevrotière
Québec, Qué.
G1R 5A5

Tel: 643-3442

3.4 Private instruction

3.4.1 Overview

Some minorities have had their own schools for decades. These are:

- the Armenian community
- the Greek community
- the Jewish community

The rising costs of education have led the administrators of these schools to seek government aid in the form of educational subsidies.

An agreement has been reached on this proposal, which was initially put forward by the leaders of the Greek community, making these schools eligible for subsidies at the primary level on condition that they offer a twofold program of instruction, with French and the languages of origin as the languages of instruction.

3.4.2 Programs

There are three types of programs designated as "French and languages of origin".

Full "French and language of origin" program: 80% financing

Under this program, a primary school which offers its students 17½ hours of courses per week with French as the language of instruction may devote the remaining 4½ hours of the official timetable to instruction in language of origin only, or in language of origin and in English, depending on the level.

A school of this type is awarded the status of a school declared to be in the public interest and receives subsidies equal to 80% of the average cost of education in the public sector.

A school applying the full program is recognized as a French-language school, which allows it to admit any pupil, whatever his place of origin.

This status applies to the following schools at present:

- the Ecole Armen-Québec (Armenian)
- the Ecole Sourp Agup (Armenian)
- the Ecole Maimonide (Jewish)
- the Ecole Sépharade (Jewish)

Full "French and language of origin" program: 100% financing

If the preceding conditions are met and the school concludes an agreement with a French-language school board, the school in question may benefit from 100% financing for the educational activities included in the official timetable of the ministère de l'Education.

All supplementary activities must be financed by the community.

This is referred to as association status and the school is recognized as a French-language institution. There is only one example of this at the present time:

- the Ecole Socrate (Greek)

Partial "French, English and language of origin" program: 60% financing

A school which allocates less time to courses in which French is the language of instruction then the minimum requirement for recognition as a French-language school is designated an English school and must meet the admission requirements set out in the Charter of the

French language.

If such a school offers 14 hours of instruction in French out of the 23 hours of the official timetable, it is awarded the status of a recognized school for subsidization purposes.

Financing from public funds for an institution of this type corresponds to 60% of the average cost of the educational services of the public system.

Nine Jewish school corporations, administering 15 primary schools, have opted for this program.

4. LEISURE

"Leisure is not a marginal phenomenon in the life of a group or an individual. It may be the means of liberation or alienation, of integration or disperson. In short, it is the result of numerous social relations, the expression of values created and transmitted by a host of social agents."

A Cultural Development Policy for Québec, Vol. 2, p. 182

INTRODUCTION

The Haut-Commissariat à la jeunesse, aux loisirs et aux sports does not offer specific programs to minority groups. However, it takes part actively in the development of leisure by providing human, physical and financial resources to national, regional and municipal bodies in the fields of physical, outdoor and socio-cultural activities.

The Haut-Commissariat à la jeunesse, aux loisirs et aux sports hopes, by means of this document, to make the minorities more aware of the collective facilities and the cultural tools which it can make available to them as part of its mission.

More particularly, this document aims at presenting three programs which, because they are intended for individuals and groups rather than institutions, may be of more immediate interest to the minorities.

4.1 Toward a definition of leisure

The Haut-Commissariat à la jeunesse, aux loisirs et aux sports is responsible to the Québec government for the preparation, promotion and application of a policy on leisure. Regarded by the government as one of the

principal ingredients of a policy of cultural development, leisure is assuming increasingly greater importance in our everyday life.

"In the broadest sense, leisure refers to those activities in which the population indulges at the end of a day, a week or a year devoted to work. It therefore includes simple relaxation or recreation, do-it-yourself jobs, sports, tourism, family, social and political obligations, cultural activities, and so on."[1]

4.2 Structural objectives

In a more specific way, as presented in the Green Paper on leisure in Québec, the Haut-Commissariat à la jeunesse, aux loisirs et aux sports settled on certain development objectives:

- regaining of health
- living at one with nature
- development of creativity
- exploration of the land

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1 A Cultural Development Policy for Québec, Vol. 2, p. 173

It is with these objectives in mind that the Haut-Commissariat has undertaken the direction and coordination of activity programs in the realm of sports, and of outdoor and socio-cultural activities.

4.2.1 Sports sector

The Service des sports is concerned with setting up programs with the object of:

- improving the physical condition of Quebecers
- developing sports for the general public
- developing a sports élite

In addition, it participates in the organization of the Québec Games and the Arctic Games, and helps many sports federations.

4.2.2 Outdoor and regional development sector

The Service du plein-air et du développement régional is attempting to provide Quebecers with easier access to outdoor activities. Working towards this end, it contributes to the creation and development of reception and accommodation networks including youth hostels, outdoor recreation centres and holiday camps.

Furthermore, the same service is responsible for the regional councils on leisure and administers the program of assistance to the development of leisure activities in Nouveau-Québec communities.

4.2.3 Socio-cultural sector

The Service des activités socio-culturelles encourages action on the part of groups and agencies working to promote socio-cultural activities. In addition, numerous programs of municipal assistance stimulate municipalities to set up their own programs of socio-cultural activities. The Service also helps various professional federations and others in their work of developing socio-cultural activities. Finally, it organizes and administers the program Découverte du Québec.

It is with the above objectives that these two services offer the Québec population close to forty programs, in the municipalities, in the regions and on a Québec-wide scale.

4.3 Central agencies

The Confédération des sports du Québec comprises

62 provincial federations which promote sports and help to make them available to all Quebecers in every region. Certain federations favour the formation of a sports elite to represent Québec in Canadian and international competitions.

The Confédération des loisirs du Québec comprises 28 provincial federations which function on the cultural and social level. The federations offer services for the development of a discipline (science, dance, theatre, photography, etc.) or to assist certain sections (golden age groups, scouts, guides, etc.)

4.4 Regional bodies

The Haut-Commissariat à la jeunesse, aux loisirs et aux sports also subsidizes 15 regional recreational councils. In each region these include organizations and individuals working in the recreational field (municipalities, public institutions, private non-profit organizations, etc.) Their task is to coordinate efforts at the regional level and inform the people of Québec of the resources and activities from which they can benefit.

4.5 Special interest programs

The three programs presented below are not reserved exclusively for minorities. However, they provide the tools which the various minorities can use to help preserve their cultural traditions and at the same time increase their knowledge of the realities of Québec.

- Program of assistance to socio-cultural groups
- Program of assistance in organizing socio-cultural events on public holidays and for sports competitions
- Travel and exchange program, Découverte du Québec

4.5.1 Program of assistance to socio-cultural leisure groups

The people of Québec are taking an increasingly active part in socio-cultural recreational activities. Certain groups have gone beyond the introductory stage in such activities but lack the financial resources to develop further. This has made financial help necessary. More than 250 groups (arts and crafts, choirs, music, theatre, folk dancing) were given grants in 1977-78.

Objectives of the program

- To provide certain groups with the means to develop and expand;

- To allow certain groups to become promoters of development in their area;

- To further the quality of leisure activities by encouraging group organization;

- To assist municipalities in their task of promoting and developing recreational activities;

- To induce municipalities to develop a policy of assistance to local groups.

Character of groups and selection

The aim of this program is to assist groups already formed for a specific socio-cultural activity: singing, folk dancing, theatre, handicraft, etc. Given the great number of requests received, the Haut-Commissariat must establish certain criteria to ensure a fair distribution of resources among the various categories and the regions.

Minority groups

Many members of minority groups are already active within groups receiving subsidies, but more groups should take advantage of this program; in this way Québec's culture would be enriched by contributions from its minority groups.

4.5.2 Assistance in the organization of socio-cultural events

A festival is a special event, a significant moment in the life of a community. It allows the citizen to stand apart from his daily life. The festival encourages the expression of cultural identity and provides the occasion for the resurgence of the fundamental values, aspirations and deep-rooted ideals of members of a community.

In 1978-79, 122 festival projects, including three presented by minority groups, were subsidized by the Haut-Commissariat à la jeunesse, aux loisirs et aux sports.

Objectives of the program

- To promote the search for cultural identity on the part of Quebecers of all origins through the expression

of the popular culture, by granting financial help for socio-cultural activities which draw on the sources and popular forms of the cultural heritage of a locality, cultural community or region, or of Québec;

- To encourage the promoters of popular festivals to define the aims likely to lead to the identification, mobilization and cooperation of groups of all origins by involving socio-cultural, sports and outdoor activity groups, as well as special interest groups of the locality, the cultural community, the region or Québec in the participation structures (administrative councils, committees, etc.) provided for within the organization.

Character of groups and selection

Private non-profit organizations can benefit from this program of subsidies. An organized festival should have the following objectives:

- promotion of popular arts and traditions;

- promotion of a natural resource or of an agricultural or industrial product;

- promotion of sports;

- promotion of a particular season and suitable activities;

- promotion of an event which has significance for a cultural community.

4.5.3 Découverte du Québec

The program Découverte du Québec is a travel project designed for adult groups who could not have access to this kind of experience without government aid. The journeys arranged have a socio-cultural content: they comprise activities touching on history, the economy, social life, culture and tourism. However, each journey is adapted to the various clients and is planned around the interests of the participants.

Objectives of the program

- To enable that part of the population which could not experience travel as a form of leisure without government aid to discover various socio-cultural aspects of Québec;

- To encourage contacts and exchanges between participants as well as communication with people of the regions visited;

- To experience travel as a means of gaining knowledge.

Character of groups and selection

This program is designed for adults who are underprivileged economically, culturally, physically or socially. Among those eligible are old people, the slightly handicapped, recipients of social aid, heads of one-parent families, community action groups and all those who have problems of social integration. Priority is given to groups made up of individuals not belonging to associations and to whom leisure activities are not readily accessible.

To bring this program into being, the Haut-Commissariat calls on the collaboration of the Centres de services sociaux (C.S.S.) and the Centres locaux de services communautaires (C.L.S.C.). In this way the program is brought to the attention of all the bodies which are competent to present requests and to participate in selection.

5. CULTURAL TRADITIONS AND CREATIVE ACTITITY

"There are minorities in Québec. They are more than mere collections of individuals and cannot be reduced to a diversity of languages retained or preserved according to the manner of integration with Québec society. If, under the guise of a superficial democracy, we were to restrict ourselves to recognizing this variety of individuals who are not French-speaking, the minorities of Québec would be regarded as quaint anomalies. And we could limit our recognition to financial subsidy programs offered in the name of multiculturalism... If the object of a Québec cultural policy is not assimilation, our investigations and ambitions must be carried much further."

A Cultural Development Policy for Québec, Vol. 1, p. 72

INTRODUCTION

The Québec Government is actively concerned with the vitality and dynamic qualities of all aspects of Québec culture. No one, whatever his lingustic background or ethnic origin, should be excluded; the government is convinced that every cultural contribution will inevitably enrich the Québec community.

By definition, the ministère des Affaires culturelles is the prime mover in this policy of cultural development. In this capacity, it deems that the vital contribution of the minorities in Québec goes far beyond their considerable economic impact. Whatever the form it may take, the integration of the minorities with the Québec community implies a continuing dialogue which can be of value to all. In this respect, the cultural vitality of the minorities is an important factor in Québec cultural development.

Therefore, the ministère does not believe that the Québec minorities should, in principle, receive special treatment with regard to the programs for which it is responsible.

In our opinion, that would tend to weaken their cultures, relegating them to the level of folklore on the pretext of offering aid. This is an attitude from which the Francophones elsewhere in Canada have suffered only too often; therefore we intend to consciously avoid the pitfall.

In fact, the members of the minorities are full-fledged Quebecers, without reservations, and the greatest respect the ministère des Affaires culturelles can manifest is to recognize them as such, not more, but not less.

This document, therefore, aims at familiarizing readers with the programs the ministère offers the public and the laws it is required to administer.

5.1 The contribution of the ministère des Affaires culturelles to the Québec community

The ministère administers several laws which have, as their essential objective, the protection, enhancement and development of various cultural spheres in the community. Among these are the following: the Cultural Affairs Department Act, the Public Libraries Act, the Music and Dramatic

Art Institute Act, the Provincial Museums Act, the Grand Théâtre de Québec Act, the Place des Arts Act, the Cultural Property Act, the Québec National Library Act, the Publishers Loss Insurance Act, the Booksellers Accreditation Act, an Act respecting the guarantee of certain loans to publishers and booksellers, and an Act to incorporate the Société québécoise de développement des industries culturelles.

In addition, the department provides programs which have as their object the development or support of various cultural activity sectors in Québec:

- books and other printed matter
- protection and restoration of cultural property
- plastic arts
- interpretative arts.

In reading this list, it will be noted that the department has not elaborated to date any policies or programs intended specifically to help minority associations or cultural groups. This does not imply that individuals or groups have not received, on request, departmental assistance or support for a particular project.

However, in these cases, support has been given

according to the established criteria of quality, originality, and usefulness applicable to all Quebecers regardless of origin, the ministère des Affaires culturelles judging that all members of the community are full members and must remain so, on a fair and equal footing.

5.1.1 Books and other printed matter

The objective of this program is to encourage literary creation and production, to stimulate its circulation and to ensure that Québec writing is preserved and readily available. This extensive program is divided into three sections:

- Aid to the publication and sale of books. It is hoped that in this way the promotion of literary creation, publishing and dissemination of Québec works will be linked to a cohesive policy of incentives for writers, publishers and booksellers.

- Development of a network of public libraries. This will encourage the circulation of books among Québec readers and thus reach the entire potential public.

- Bibliothèque nationale. This institution exists to preserve, maintain and make available the Québec literary heritage.

These varied elements have as ramifications innumerable activities which receive either technical assistance or financial aid for participants.

The department assists literary creative work financially by grants to writers and professional associations. It also gives aid to the publication of general literary works or literature for young people. In addition, it offers publishers' loss insurance to periodicals of general or specialized interest. It also has a program of financial assistance for the promotion and distribution of books and other printed material by participating in fairs and exhibitions such as the Foire du livre de Montréal as well as taking part in publicity campaigns to encourage reading.

Furthermore, the development of a network of public libraries is based on a determination to make culture more democratic by the free and continuous circulation of books throughout the province.

The department cooperates in the establishment of libraries in Québec municipalities and furthers the improvement of services provided by municipal libraries and libraries of existing associations. It contributes to the operation of central lending libraries and helps several professional associations in this field.

Over and above the services of conservation and preservation it offers, the Bibliothèque nationale contributes to the dissemination of knowledge about Québec's literary heritage old and new, notably in organizing such cultural events as "Rythme et fête à la mémoire d'Alain Grandbois" or "Hommage à Lionel Groulx".

5.1.2 Protection and enhancement of cultural property

By gathering information on historic buildings (rural and urban inventories), and by complementary historical and ethnological research, the Direction générale du patrimonie deepens its knowledge of local and regional characteristics in architecture and building sites. It can also bring to light the historical and socio-cultural influences which have left their mark on the character of built-up areas in Québec.

It can also intervene directly in exceptional circumstances by initiating classification, carrying out restoration work, and developing the environment. It alerts local bodies and provides municipalities with the tools to enable them to administer the heritage of their own area.

Each year it proposes programs to subsidize groups interested in arranging festivities related to our heritage, drawing up programs for the use of buildings of historic and architectural interest, organizing heritage tours, both urban and rural, or simply making inventories for a better knowledge of our heritage.

5.1.3 Archives

The Direction des archives nationales du Québec aims at assuring the protection, enhancement and diffusion of Québec's heritage. Despite its limited human and financial resources, at present it is concentrating on the regionalization of its services to the public, and trying to work closely with citizens to safeguard their historic patrimony.

It is with this in view that it suggests programs of action and subsidies available to individuals and

organizations throughout Québec. Furthermore, the library of the archives centre in Québec in constantly adding to its collections of rare or ancient books, subscriptions to journals and periodicals dealing with history, genealogy and archive science, published in Canada, Europe, the United States and Québec. In this way it intends to meet the increasingly urgent needs of researchers in the field.

5.1.4 Plastic arts and the visual environment

The ministère aims at conserving, disseminating and promoting the plastic arts and handicrafts as well as stimulating creative work and research.

In practice, the Service de la promotion des arts plastiques administers a program of assistance to groups of professional artists and is responsible for the policy of beautifying public buildings. The department also offers financial help to artists, granting fellowships which enable them to work freely in the discipline of their choice. In addition, it has a program of aid to exhibitions, that is, financial assistance to an artist holding an exhibition in Québec or abroad.

Furthermore, the Service de l'artisanat et des métiers d'art encourages associations of artisans, promotes the traditional crafts, and administers a policy of handicraft training at elementary and advanced levels.

5.1.5 Museums

- Public museums. With the aim of conserving and disseminating the plastic arts, the department, through the Musée du Québec and the Musée d'art contemporain, purchases and exhibits various collections of Québec and foreign works.

- Private museums. The Direction des musées privés has the task of promoting, supporting and developing private museums by offering
  - aid to the operation of accredited museums,
  - aid to education services,
  - aid to travelling exhibitions,
  - aid to the purchase of works of art, and
  - aid to capital expenditures.

5.1.6 The interpretative arts

First, the ministère des Affaires culturelles encourages the training of professionals in the interpretative arts (music, theatre, dance) in the conservatories as well as in certain private institutions. Second, it provides

financial aid for the production of music, theatre and dance performances.

The financial assistance given to the theatre is shared by the traditional theatre, summer theatre, theatre for children, the creative and experimental theatre, and theatre for youth. The financial aid to music has six divisions: symphony orchestras, youth orchestras, classical music, traditional music, lyric art, creation and research. In dance, there are three sections: classical and modern dance, folk dancing, festivals and seminars.

The assistance which enables artists and troupes to tour the province should also be mentioned.

CONCLUSION

The departmental programs are thus offered to all the citizens, groups or institutions whose activities meet the criteria of excellence established and guaranteed by the ministère.

6. WORK, HEALTH, AND WELFARE

"...culture colours every concern in a modern society: welfare, working conditions, health, ecology and the like. ... Unless it wishes to conceal its deep-seated aspirations beneath decrees and specific legislation, a democratic government must present citizens with the comprehensive views which guide it in cultural policy, as in all other fields."

A Cultural Development Policy for Québec, Vol. 1, p. 119

6.1 Work, culture and the minorities

Work and culture have always been closely linked. They have continued to be so despite the industrial revolution, for better or worse, simply because man is an indivisible entity and is meant, under normal conditions, to function as a complete unit at every point in his life.

This relationship between work and culture is still to be seen today in Québec in most of our cultural events, in our sports, folklore, crafts, music, art, literature, religion, gastronomy, and other areas of life. It leaps to the eye, in particular in our crafts, our festivals in celebration of fishing, the forest or tilling the soil, our agricultural fairs, our bowling and hockey leagues, Thanksgiving with its traditional turkey, certain reels, songs such as "Noel dans les chantiers", the novel "Menaud, maître-draveur", rodeos, certain television serials, certain films, etc.

At one time, however, this relationship was a much more intimate one and this gave rise to songs connected with a trade or a kind of work, "L'aviron qui nous mène en haut", "Les filles de La Rochelle", lullabies, holidays on the name-days of the patron saints of trades and professions,

processions, banners decorated like altar pieces, cathedrals, fables, folk tales, legends, proverbs, etc.

If work and culture are so intimately related, it is clear that both are, for all minorities, basic instruments of adaptation and integration into the society in which they live.

We are well aware that certain categories of workers are particularly vulnerable. This vulnerability results from a host of economic, social and cultural factors. We guess, also, that among the minorities, these categories of workers experience the same problems as all Québec workers, but with special intensity. Sometimes the problem is one of language, and in other cases, of simple ignorance of the laws and services which exist to protect their rights.

Until the present time, the ministère du Travail et de la Main d'oeuvre has not seen the need to set up an administrative structure specifically for the minorities, since all legislation, services and programs are addressed to all Québec workers without regard to origin. Perhaps, however, the problems affecting the minorities in the area of work and manpower should be the subject of a specific research program. Perhaps the mechanisms for

relations between the minorities and the various services of the department should be improved. These questions and others are open to discussion.

In this Paper, we wish to introduce this department, rapidly sketch what it has done in the past and outline what it intends to do to restore to labour the status it should never have lost.

6.1.1 Ministère du Travail et de la Main-d'oeuvre

Chapter IX of the White Paper on culture entitled "A Cultural Development Policy for Québec" states, apropos of the relationship existing between work and culture: "One of the first obligations of a cultural policy that seeks to be responsive to the working needs of men and women is improvement in working conditions."

This task has been assumed, with varying degrees of success, by the ministère du Travail et de la Main-d'oeuvre since 1868, when the Québec Parliament, the equivalent of the modern Assemblée nationale, adopted the Act respecting the organization of the Civil Service. We need only trace the evolution of labour legislation in Québec to realize that conditions of work have always been the department's main concern: 1885, the Factories' Act; 1907, the Sunday

Observance Act; 1908, the Scaffolding Inspection Act; 1909, the Act respecting the responsibility for accidents suffered by workers in the course of their work, and the compensation for injuries resulting therefrom; 1915, the appointment of a "reasonable wages officer"; 1938, creation of a conciliation and arbitration bureau; 1945, the Apprenticeship Assistance Act; 1964, the Employment Discrimination Act; 1964, publication of the Labour Code; 1966, creation of a manpower reclassification service; 1967, creation of the Direction générale de la main-d'oeuvre; 1968, creation of the Direction générale des services techniques; 1969, the Manpower Vocational Training and Qualification Act, and the establishment of the Labour Court.

These statutes and others (around thirty in all) affect the very great majority of the people of Québec and certainly fit under the heading of the improvement in the quality of working life urged by the White Paper on culture; finally, they have given the ministère du Travail et de la Main-d'oeuvre du Québec (MTMO) and the bodies which are the responsibility of the minister of the department the form we know today.

These laws can be grouped into three categories which have given rise to the three branches of the ministère du Travail et de la Main-d'oeuvre:

- labour relations and working conditions
- industrial safety on public and private work sites
- manpower and employment

and the various agencies which come under the responsibility of the department or the minister:

- the Commission de formation professionnelle in each region
- the Commission des accidents du travail
- the Commission du salaire minimum
- the Conseil consultatif du travail et de la main-d'oeuvre
- the Office de la construction du Québec
- the Régie des entreprises de la construction

6.1.2 Working conditions and labour relations

In Québec, it is safe to say that about half of all wage earners are protected by collective agreements negotiated on their behalf by their respective unions (38 per cent) or by decrees which extend, to groups of workers in given sectors such as the restaurant industry, hairdressing, or automobile maintenance and repair, throughout Québec or in a particular region, certain

working conditions negotiated by a group of employees in those sectors. Workers in the construction industry are protected by the construction decree negotiated under the Construction Industry Labour Relations Act. Other wage earners are protected by the Minimum Wage Act.

Most workers are also protected, directly or indirectly, by the Civil Code, the Workmen's Compensation Act and the Industrial and Commercial Establishments Act which define the minimum working conditions in force in Québec.

Direct collective bargaining between employers and unions is regulated by the Québec Labour Code; negotiations in the construction industry come under the Construction Industry Labour Relations Act. Negotiations in the public and parapublic sectors are partially governed by the Labour Code and partially by the Civil Service Act or the Act respecting the organization of the management and union parties in view of collective bargaining in the sectors of education, social affairs and government agencies.

6.1.3 Industrial safety

Concerning the physical conditions of work, which also have an important place in the quality of working life,

the government has given the ministère du Travail et de la Main-d'oeuvre the responsibility for administering (through the Direction générale de l'inspection) a half-dozen statutes with several attendant regulations, intended to ensure the safety of workers on public and private work sites. The Office de la construction du Québec has been given responsibility for the safety of individuals on construction sites, while the Commission des accidents du Travail sees to the application of acts and regulations relating to compensation for work accidents and the indemnification and rehabilitation of the victims of work accidents and industrial diseases.

6.1.4 Manpower and employment

The third branch of the ministère du Travail et de la Main-d'oeuvre is especially and more directly concerned with individuals and their particular problems, and with that important figure in the labour market, the employer. This accounts for the size of the staff (40% of the department's total personnel) and its 60 offices located throughout Québec (almost 50% of the some 150 offices of the ministère du Travail et de la Main-d'oeuvre and the agencies responsible to the department and to the minister); it also accounts, no doubt, for certain difficulties arising in areas of shared responsibility with the federal

authorities who are also closely concerned with problems affecting workers. Finally, this explains the many contacts of the Direction générale de la main-d'oeuvre not only with the other branches of the ministère but also with several departments with an economic mission (which are thus generators of employment) such as the ministère de l'Industrie et du Commerce, the ministère des Richesses naturelles and the ministère de l'Education (for the training of the new generation and the retraining of older workers).

The task of the Direction générale de la main-d'oeuvre is essentially to encourage a healthy balance between job supply and demand in the Québec labour market. This means that, on the one hand, it aids employers in meeting their staff needs in both numbers and competence and, on the other hand, it helps workers to find or keep jobs that satisfy them as far as possible, in particular by encouraging upward mobility so that they can obtain better positions and by helping them when necessary to switch easily from one job to another.

To this end the Direction générale de la main-d'oeuvre has set up programs and services for training and certification of professional qualifications, for placement, for the prevention of collective dismissal and for the creation of temporary jobs intended primarily for social

aid recipients and students.

All these programs and services are in keeping with the spirit of the White Paper on culture, which states in the chapter on work and culture: "On the one hand, there must be a progressive transformation of working conditions in collaboration with the business world and the unions. On the other, we must see that the training of workers, whether by apprenticeship in factories and on work sites, or in the schools, is more in line with the requirements of decent working conditions."

The Service de la formation professionnelle is responsible for coordinating and administering two vocational training programs for adults, the first in institutions, the second in industry. In the first case, the service has delegated part of its responsibilities to the Commission de formation professionnelle (CFP) in each administrative region; these are made up of worker and employer representatives who participate in recruitment, the selection of candidates, the organization of training and the evaluation of programs. The CFPs are also responsible for the selection of apprentices. The program of vocational training for adults in industry, though under the jurisdiction of the Service, is administered by the Directions régionales de la main-d'oeuvre and the Centres de main-d'oeuvre du Québec.

The object of this program is to give financial and technical aid to businesses wishing to train their own staff, either in their own interest or in that of their employees.

The Service de la qualification professionnelle is responsible for the application of the regulation respecting the vocational training and qualification of workers in the construction industry and of the regulation which governs the trades of electrician, pipe fitter, elevator mechanic and electrical equipment operator in sectors other than construction.

The Service de placement helps employers to recruit the personnel they need and helps job seekers to find work. It also makes every effort to help students find employment during their summer vacation, even awarding subsidies to employers who hire students.

The Service de reclassement is responsible for coordinating all available means to help groups of workers (10 at least) who have been laid off to find work.

The Service de la creation d'emplois administers a program of subsidies for the creation of temporary jobs ranging in duration from 3 to 12 months for the most

financially disadvantaged and, primarily, for social aid recipients. The interest of a program of this nature is that it encourages individuals and groups to create their own jobs.

The Comités d'étude de main-d'oeuvre are set up when new businesses are being established, or when businesses embark upon major expansion programs, for example; they participate in drawing up and carrying out recruitment and training programs with the primary objectives of promotion, development and job stability.

6.1.5 Centre de recherche et de statistiques sur le marché du travail

With the aim of encouraging harmonious labour relations as well as the development of the labour and job market in Québec, the government recently set up a Centre de recherche et de statistiques sur le marché du travail within the department.

The purpose of the Centre is to supply workers, employers and the general public with information, data, statistics and studies concerning the labour market and working conditions.

Although the Centre has only recently been established, it should shortly provide the socio-economic agents with certain statistics and analyses relating to collective agreements, arbitration and grievances.

6.1.6 The future

During the past few years, a number of labour-related problems have been the subject of concern, misgivings and claims on the part of the worker community. By way of example, consider the problems relating to the quality of working life, safety and health, equal opportunity and minimum working conditions. In the past two years particularly, the government has stepped up its search for solutions to these problems; several have already been proposed as a part of specific bills, and others, to follow, will aim for the same objective: to build a healthy, just and creative working environment for everyone.

6.2 Health and welfare

INTRODUCTION

Members of the minorities, whether recent arrivals or long established, are not exempt from problems of health, adaptation and inadequate income. Too many of these new citizens, for all sorts of reasons, live in a state of isolation which sometimes prevents their using government services to which they could have access and to which they are entitled.

The organizations and associations representing these minorities can help to establish reciprocal relations, and the following pages are an invitation to take part in this shared project.

6.2.1 The ministère des Affaires sociales

The ministère des Affaires sociales groups, under a single authority, all activities relating to the two sectors of the State's social mission: health and social adaptation, and security of income. It plans, develops, supervises and controls health and social service programs and income supplement and compensation programs. With the exception of the social aid plan, the implementation of programs is placed in the hands of the health and social

service establishments, independent boards (the Régie des rentes du Québec and the Régie de l'assurance-maladie du Québec) and of the Conseils régionaux de la santé et des services sociaux, which are corporations.

The department has also entrusted to an outside, independent agency, the Commission des Affaires sociales, the task of assessing the application of the programs and legislation for which it is responsible.

6.2.2 Security of income

In the sector of income compensation plans, the ministère des Affaires sociales offers Quebecers four programs. These are: family income supplements, social aid, health assistance and school tax contributions.

Family allowances

The Québec family allowance plan is universal. It guarantees the mother and father of every unmarried child under 18 years of age an allowance which varies in amount with the age of the child and his position in the family. The family allowances distributed in Québec are made up of sums paid by the federal and Québec governments.

Social aid

The aim of social aid is to provide citizens who do not have adequate means of subsistence with an income enabling them to meet their basic needs.

Families and single persons having no income or whose income is insufficient to meet their recognized needs are therefore entitled to social aid, provided, however, that the value of their assets does not exceed the permitted amount.

In addition to meeting ordinary needs according to established norms, social aid also covers special needs with a view to preserving health, providing compensation for certain losses and favouring employment.

Health assistance

This program is intended to defray the cost of drugs for elderly people and for social aid recipients. It also defrays the cost of certain protheses.

In 1977, the government extended the health assistance program to all residents of Québec over 65.

School tax contribution

This program is intended to ease the burden of the school tax for persons aged 65 and over. A property owner can obtain a refund equal to 50% of the amount of the school tax claimed, up to $125. A tenant can receive a refund equal to 5% of the amount of his annual rental, up to $75.

Eligible persons, in other words, those over 65, need only fill in the forms sent to them for this purpose by the Régie des rentes du Québec.

6.2.3 Health and social adaptation

This mission covers three major sectors: prevention and improvement, social rehabilitation and health recovery. Within each of these sectors there is a series of specific programs.

Community services

The essential aim of this program is to ensure that individuals, groups and local communities have access to the basic health and social services. In addition, preventive measures are emphasized to the greatest possible extent.

The local community services centre plays a role of the first importance in the organization and distribution of these services. There are more than eighty of these centres in Québec. The aim is, through a universal, community-oriented approach, to improve the health as well as the social conditions of individuals by inducing the people to take charge of their problems and find appropriate solutions.

Priorities vary according to the area served, but a few constants emerge. Nutrition, which was the subject of a policy of the ministère des Affaires sociales in 1977, is one priority, as our diet is generally poorly balanced. This is why initiatives have been undertaken at various levels: on a Québec-wide level, an educational program, and at the local level, in each establishment, a whole series of programs aimed at providing individuals with the means to improve their eating habits.

Perinatal care is also an important program. Almost 50% of pregnant women in Québec now take childbirth preparation classes given either in hospital centres or in local community service centres.

The development of home services, comprising nursing care, as well as personal and material assistance, is a major element in the department's policy of care for the elderly, the chronically ill, the handicapped and distressed families. These services are available free of charge from the different establishments of the social affairs network and certain volunteer organizations.

Services in the school

This program has undergone some important developments over the past years and now tends to promote the health and psychosocial stability of the child by prevention and detection in the school. The services are available in the schools attended by young Quebecers and are under the responsibility of the community health department.

The principal activities are linked with information and education about hygiene, social and family life, sexuality, alcoholism and other drug habits as well as health protection and early detection by means of vaccinations, medical and dental examinations and eyesight and hearing examinations.

Support to volunteer organizations

This program aims at encouraging the participation of voluntary groups whose activities contribute to the carrying out of health and social services programs. Over the past two years, three types of volunteer groups have been given preference for financial assistance by the ministère des Affaires sociales. These are meals-on-wheels groups, childrens' and adults' foster family associations, and organizations which support the physically and mentally handicapped.

This program is administered directly by the department.

6.2.4 Social rehabilitation

The principal social service programs come under this sector: psychosocial consultations, child and adult rehabilitation, protection and lodging. It includes every type of consultation, treatment and guidance service to restore the independence of individuals and groups.

Social service centres are called upon to provide these services to both children and the elderly, in collaboration with the local community service centre and the reception centre.

Over the past few years, emphasis has been placed on the development of non-institutional resources. The outstanding achievement was without a doubt the Youth Protection Act, which came into force last January 15; not only does it guarantee the rights of children, but it also assures them of prevention and intervention services at any hour of the day or night.

Psychosocial consultation

This program offers consultation, treatment and guidance services aimed at restoring independence to individuals and groups.

The social service centres have the task of dispensing most of these services which might involve the reception and assessment of the individual and guidance to the resource best suited to his needs.

Child and adult rehabilitation

The rehabilitation program is intended mainly for those who have been temporarily or permanently removed from their milieu. It provides rehabilitation services for socially maladjusted children, the physically and mentally handicapped and adult drug addicts.

Most of the rehabilitation services are administered by specialized reception centres. The rehabilitation of individuals with sight and hearing problems has been the primary preoccupation over the last few years. The specialized reception centres have gradually been organized to provide training in the use of recognized aids for all those who need them.

Protection and lodging

This program aims at providing as normal as possible a milieu for those who lack it. There are two main types of service: reception centres for the elderly and day care centres.

Institutional services for the elderly have undergone major developments, especially in the Montreal

region. It is hoped in this way to ensure equal accessibility throughout Québec. The social service centres together with the reception centres see that priority is given to the placement of those who are most deprived.

Important developments have also taken place in the day care centres. In addition to grants for facilities and equipment, there is a financial aid program to make day care centres more accessible to low-income families.

In the social rehabilitation sector, it should also be noted that the provisions of the act which created the Office des personnes handicapées du Québec covering the accessibility of these services will come into force on July 1, 1979.

6.2.5 Health recovery

The largest budgets are accorded to health recovery. These budgets serve primarily to ensure specialized and ultraspecialized care, and extended care to all those whose condition so requires.

Specialized and ultraspecialized care

Hospital and health insurance programs aim to ensure that all individuals have equal access to the care and services required by their condition. These services are dispensed by the Québec hospital centres where the emphasis is placed on the development of activities associated with the care of mental patients and those requiring prolonged care. Less well known are the ambulance services which have recently been greatly expanded. In addition to a grants program for ambulance services to ensure that they are accessible anywhere in Québec, departmental policies aim at providing transport at minimum cost to users for specialized diagnosis or treatment as well as for the transfer of patients from one institution to another. Ambulance transportation costs for the elderly, moreover, are now entirely covered by the government.

Extended care

This program can assure the convalescent and the chronically ill of the necessary care justified by their condition.

The recommended approach in this sector is for active prolonged care, oriented toward rehabilitation,

reactivation and the quality of living.

The dispensing of such extended care is the main task of certain hospital centres in all regions of Québec. This effort is complemented by that of other hospital centres providing short-term care; these hospital centres are, for the most part, under an obligation to allocate part of their resources to long-term care.

CONCLUSION

Section 5 of An Act respecting health services and social services states that "Health services and social services must be granted without discrimination or preference based on the race, colour, sex, religion, language, national extraction, social origin, customs or political convictions of the person applying for them or of the members of his family".

For this accessibility to be real, it is most important that all Quebecers know of the existence of the services to which they are entitled and that they know whom to contact and where to go when they need them.

Under Québec Law, moreover, any citizen may participate in the management of institutions responsible for health and welfare programs by being elected or appointed to the governing board of such an institution. An active participation by different groups is certainly an excellent means of guaranteeing that services everywhere are adapted to the needs of the recipients.

6.3 The Québec civil service

Introduction

The new Québec Civil Service Act came into force on April 1, 1979. The Act introduced a major reform as to the roles and responsibilities conferred on the Commission de la fonction publique and on the ministère de la Fonction publique.

Thus, the civil service minister will be in charge of civil service staff management. A new body, the Office du Recrutement et de la Sélection du Personnel, whose executive members will be named by the Assemblée nationale, will be responsible mainly for the drawing up of regulations concerning the recruitment and selection of candidates for civil service jobs. Finally, the new Commission de la fonction publique will supervise the application of the Civil Service Act and will see that regulations governing the selection of candidates by merit are respected.

The Québec civil service is thus passing through a transition period and new operational structures are being established.

6.3.1 The law and regulations governing recruitment

Through this new legislation, the government has specifically incorporated the merit principle into the Civil Service Act; the intention underlying certain sections of the law is to grant all citizens equal job opportunities within the Québec civil service and, above all, to establish a system based on selection by competence. The Civil Service Act thus specifies:

> "The staff of the civil service is recruited and promoted by way of competition and every competition must be of such a nature as to evaluate the candidates impartially.
>
> The selection is established on the basis of criteria of competence and qualifications, and following a competition a list is drawn up ranking the candidates by order of merit.
>
> Appointments and promotions are made in that order from the candidates issued certificates of qualifications." (s. 67)

Although this merit system has always been advocated, the government wanted to define it more precisely

in order to avoid any semblance of discrimination in the method of recruiting employees for the Québec civil service.

6.3.2 Means of attracting employees to the civil service

One of the recommended means of enabling all citizens, the minorities in particular, to gain access to civil service jobs has been the establishment of regional offices in each economic region of Québec. A system of recruitment by public competition has been developed and the competitions are advertised in Québec's important daily and weekly papers. Many such advertisements are published in English-language newspapers both in Québec and elsewhere in Canada.

Steps have been taken on all campuses for the recruitment of students from both French and English-language universities and colleges. Moreover, methods of selection have been improved and training programs for jury members have been organized.

The number of candidates from English-language universities and colleges for our competitions, however, has remained low since this method of recruiting was introduced in 1973, an average of about 5% to 6% of the

number of candidates from French-language institutions. The results obtained from English-speaking university and college students seem to depend on other causes that have little to do with the methods employed for attracting job candidates.

The ministère de la Fonction publique recently set up a new service, the "Programme d'égalité des chances", which aims principally at giving equal opportunities to specific groups within the civil service. Those in charge of this program have spent most of their time up to now studying working conditions for women; it is planned, however, that this program will be broadened to deal more specifically with the difficulties that are likely to face the minorities in becoming integrated into the Québec civil service.

With regard to the language of work, an appropriate knowledge of French is a requisite. However, the degree of competence required is dependent on the type of job held. In addition, employees whose mother tongue is not French are given every possible assistance in adapting to their Francophone working milieu, particularly during their period of probation.

CONCLUSION

The merit rule applies to all recruitment competitions and is reflected in the assessment of the candidates on the basis of their competence and aptitudes. The minorities should experience no discrimination in comparison with the majority as far as civil service recruitment is concerned. The imperatives of the new Civil Service Act are a guarantee of the principle of equal opportunity and the choice of the best candidates.

Different methods have been used in recent years to facilitate recruitment for certain groups who want a greater participation in the Québec civil service. Our intention is to extend possibilities to all minorities, while respecting the legal structure in which civil service staff must be recruited.

6.4 The status of women

6.4.1 Action-femmes

Québec women seeking information or aid may telephone, write or make an appointment with the Service Action-femmes of the Conseil du statut de la femme.

This service will supply any woman with information about her rights and the laws which protect these rights. If she wishes to lodge a complaint, Action-femmes will contact the parties who are infringing her rights or refer the complaint to the agencies responsible for seeing that they are respected.

Finally, Action-femmes will provide aid to any woman in difficulty, and put her in touch with all the community or governmental resources in her region.

Requests are treated confidentially and anonymously, if so desired. The calls received will serve as well to identify discriminatory situations, sexism or inequality experienced by women.

Action-femmes is open from Monday to Friday, from 8h30 to 18h00. The telephone numbers are:

643-4326 for residents of the Québec region

1-800-463-2851 for calls from all other regions of Québec (no charge).

Address: Service Action-femmes
Conseil du statut de la femme
700, boul. St-Cyrille Est, 16ème étage
Québec, Qué.
G1R 5A9

6.4.2 Consult-action

Created as a result of the need for solidarity felt by Québec women, the Service consult-action of the Conseil du statut de la femme works with women's groups through consultation, information or coordination.

All organizations, groups or associations, either already established or in the process of being established, in any region of Québec can benefit from these services. In this way, Consult-action can help a group identify its needs, analyze a situation, carry out a project or discover the resources available in its region.

Furthermore, Consult-action will inform the members of the Conseil du statut de la femme of the concerns and needs expressed by these groups; with this information the Conseil can plan its action with the government in relation to the status of women.

The Consult-action offices are located at:

1255, Carré Philippe
Bureau 401
MONTREAL, Qué.
H3B 3G1

The telephone numbers are:

873-8384	for residents of the Montreal region
1-800-361-4349	for residents of all other regions of Québec (no charge).

GENERAL CONCLUSION

This document constitutes one of the first fairly comprehensive efforts of the Gouvernement du Québec to reach Quebecers of various origins in their daily lives simply to make them aware of the different government services and programs available.

The reader will have grasped that few departments have yet developed a precise knowledge of the different minorities in Québec, the particular circumstances in which they live, or their needs and aspirations. In fact, the minorities have been regarded as communities of eternal immigrants or as groups assimilating into the Anglophone minority or the Francophone majority.

It is increasingly obvious that the Anglo-Saxon minority is defining the cultural aspects of its own place in Québec. In the same way, the other minorities, rejecting assimilation, are expressing their desire to be accepted and respected for what they are and for what they offer Québec in the way of cultural enrichment.

This working paper may be considered a beginning -- a necessary stage. By giving a better picture of what is now being accomplished, it makes is easier to determine what remains to be done.